


CABINET

MINUTES of a MEETING held in KENNET ROOM - COUNTY HALL, TROWBRIDGE BA14 8JN on Tuesday, 22 July 2014.

Cllr Keith Humphries	Cabinet Member for Public Health, Protection Services, Adult Care and Housing (exc strategic housing)
Cllr Laura Mayes	Cabinet Member for Children's Services
Cllr Fleur de Rhé-Philippe	Cabinet Member for Economic Development, Skills and Strategic Transport
Cllr Jonathon Seed	Cabinet Member for Communities, Campuses, Area Boards, Leisure, Libraries and Flooding
Cllr Toby Sturgis	Cabinet Member for Strategic Planning, Development Management, Strategic Housing, Property, Waste
Cllr John Thomson	Deputy Leader and Cabinet Member for Highways and Streetscene and Broadband
Cllr Dick Tonge	Cabinet Member for Finance, Performance, Risk, Procurement and Welfare Reform
Cllr Stuart Wheeler	Cabinet Member for Hubs, Heritage & Arts, Governance (including information management), Support Services (HR, Legal, ICT, Business Services, Democratic Services)

Also in Attendance: Cllr Richard Gamble, Cllr Jon Hubbard, Cllr Gordon King
Cllr Magnus Macdonald

Key Decisions Matters defined as 'Key' Decisions and included in the Council's Forward Work Plan are shown as 

Councillor John Thomson, Deputy Leader in the Chair

71 Apologies

An apology for absence was received from the Leader, Councillor Jane Scott.

72 Minutes of the Previous Meeting

The minutes of the meeting held on 17 June 2014 were presented.

Resolved:

To approve as a correct record and sign the minutes of the meeting held on 17 June 2014.

73 Declarations of interest

No declarations of interest were made.

74 Leader's announcements

No announcements were made.

75 Public participation

The Deputy Leader explained that as was customary at meetings of Cabinet, any member of public present would be permitted to address Cabinet on items on the agenda. It was noted that no formal requests had been made to address this meeting.

76 Minutes - Cabinet Committees

The minutes of the under mentioned Cabinet Committees were presented:

Resolved:

To receive and note the minutes of the following Cabinet Committees:

Capital Assets Committee held on 20 May 2014

it was noted that Cllr Fleur de Rhé-Philippe's name in the list of those who had tendered an apology for the meeting needed to be included.

Transformation Committee held on 17 June 2014

77 Adoption Agency Six Month Report

Councillor Laura Mayes presented a report which sought to ensure that Cabinet was satisfied that the adoption agency was effective and achieving good outcomes for children, young people and service users.

This six monthly written report on the management, outcomes and financial state of the adoption agency was a statutory requirement and covered the period 1 October 2013 to 31 March 2014.

A number of significant changes had been implemented within the service in response to the continuing focus on adoption reform. Against a backdrop of continuing change and development, the service had improved its performance and risen to the challenges posed by the adoption reform agenda.

It was noted that the number of adoption orders granted had increased from 14 in 2012/13 to 40 in 2013/14 and the number of adopters approved increased from 26 in 2012/13 to 40 in 2013/14. It was noted that some parts of the adoption process were outside the control of the Council eg the family justice system and in particular the allocation of court time. However, reports were being improved to ensure all necessary information was documented to avoid the risk of deferrals by the courts.

Cllr Jon Hubbard confirmed that the Children's Select Committee had considered the matter and shared the opinion of Laura Mayes that the report presented was very encouraging and should be regarded as very good news indeed.

Resolved:

That the report be noted and that Cabinet's congratulations for the hard work in bringing about the continued improvement of the service be conveyed to the Adoption Team.

Reason for decision:

The 2011 Statutory Adoption Guidance and the 2011 Adoption Minimum Standards place a requirement on local authority adoption services to ensure that Wiltshire Council Cabinet is satisfied that the Adoption Agency is effective; achieving good outcomes for children, young people and service users; and complying with the conditions of registration.

78 Annual Governance Statement 2013/14

Councillor Dick Tonge presented a report which requested Cabinet to consider and provide any comment on the draft Annual Governance Statement (AGS) for 2013-14.

This process formed part of the Council's annual review of the effectiveness of its governance arrangements. Taking into account any comments from Cabinet and the Standards Committee, the AGS would be signed by the Leader of the Council and the Corporate Directors after final approval by the Audit Committee on 31 July 2014. The AGS would also form part of the Annual Statement of Accounts for 2013-14.

Resolved:

That Cabinet notes the draft Annual Governance Statement which together with ongoing work by the Governance Assurance Group would be presented for final approval to the Audit Committee on 31 July 2014 and thereafter published with the Statement of Accounts.

Reason for decision:

To prepare the Annual Governance Statement for 2013/14 for publication in accordance with the requirements of the Audit and Accounts Regulations 2011.

79 **Payment of Market Supplements to Social Worker and Social Work Manager Roles**

Councillor Laura Mayes presented a report which outlined the current difficulties being experienced in the recruitment of experienced social workers and social work managers in children's services and adult care operations.

The Corporate Leadership Team had therefore taken the operational decision on 23 June 2014 to pay market supplements to some specific social work roles where the impact of the recruitment difficulties on service delivery had become unsustainable. This was in accordance with the Council's existing Market Supplement policy.

This was designed to improve in particular the recruitment and retention of experienced social workers and managers in the safeguarding and MASH (multi agency safeguarding hub) which was critical to the delivery of services to vulnerable children in Wiltshire.

This was an operational decision and therefore delegated to officers. However, it was being drawn to Cabinet's attention to ensure it was satisfied from a safeguarding perspective. Cllr Mayes commented that as well as the supplement, there were other factors that also played a part in the retention of social workers such as manageable workloads and achieving a good work life balance.

Resolved:

That Cabinet:

- 1. Note and support the decision by Corporate Leadership Team on 23 June 2014 to pay 10% market supplement to level 3 and 4 social workers and a 15% market supplement to assistant team and team managers in the children's social care teams for safeguarding and MASH: and**
- 2. Note that the decision also included the provision to extend these market supplement payments to other experienced social worker and social work managers roles in other areas of children's services and within adult care operations where there is evidence of significant difficulties in recruiting, and where the inability to recruit is having an impact on service delivery that is deemed to be unsustainable and subject to the approval of the associate director for people & business, in conjunction with the relevant associate director.**

- 3. That a report be presented to a future meeting of Cabinet on other actions being taken to support much valued staff in these areas.**

Reason for decision

To improve the recruitment and retention of experienced social workers and social work managers.

80 Urgent Items

There were no urgent items.

(Duration of meeting: 10.30 am - 11.10 am)

These decisions were published on the 25 July 2014 and will come into force on 4 August 2014
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The Officer who has produced these minutes is Yamina Rhouati, of Democratic Services, direct line 01225 718024 or e-mail yamina.rhouati@wiltshire.gov.uk
Press enquiries to Communications, direct line (01225) 713114/713115

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